

**House File 329 - Introduced**

HOUSE FILE 329

BY KELLEY

**A BILL FOR**

1 An Act providing for civil rights enforcement concerning  
2 employment rights of persons exercising their rights under  
3 the federal Family and Medical Leave Act.

4 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

1 Section 1. Section 216.6, subsection 1, Code 2015, is  
2 amended by adding the following new paragraph:

3 NEW PARAGRAPH. e. Person to refuse to hire, accept,  
4 register, classify, or refer for employment, to discharge any  
5 employee, or to otherwise discriminate in employment against  
6 any applicant for employment or any employee because the  
7 applicant or employee has exercised or has previously exercised  
8 the applicant's or employee's rights under the federal Family  
9 and Medical Leave Act.

10

EXPLANATION

11 The inclusion of this explanation does not constitute agreement with  
12 the explanation's substance by the members of the general assembly.

13 This bill provides that it is an unfair employment practice  
14 under the Iowa civil rights Act to discriminate against any  
15 employee or applicant for employment because that person has  
16 exercised the person's rights under the federal Family and  
17 Medical Leave Act.